

# Lateral Transfer And Redesignation Board

CAPT Fiegl

# Lateral Transfer/Redesignation

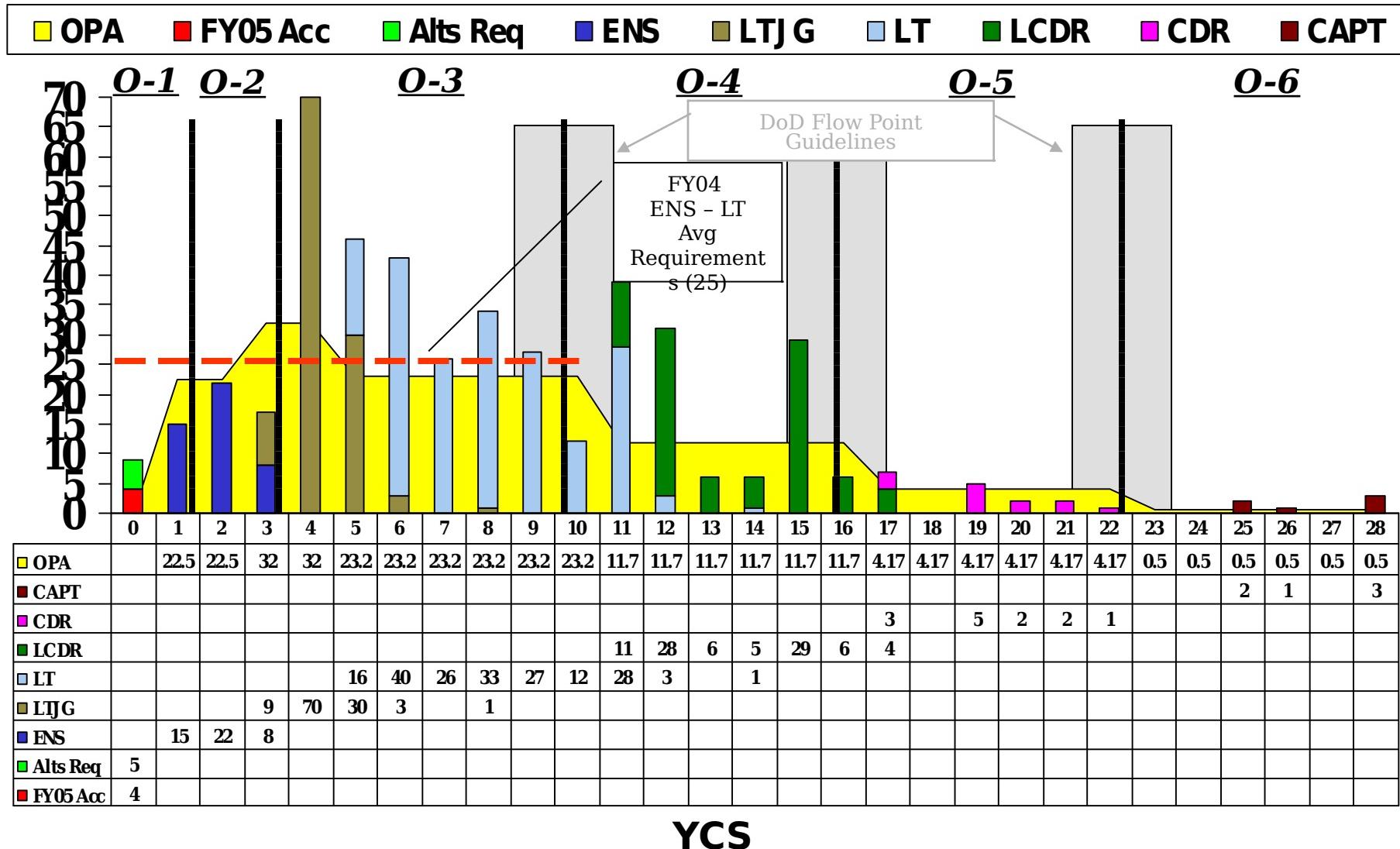
- LDOs are a highly sought resource by the Restricted Line and some URL/Staff Corps communities
- LDO losses are controlled carefully by OCM to preclude unwanted losses
  - Governed by YG and designator
- Mid-grades are undermanned across the board now and will be for some time due to under accessing policy in late 1990s.

# Lateral Transfer/Redesignation (cont)

- Boards convene twice per year at BUPERS
- Other OCMs determine requirements they need.
  - Losing OCM has 51% of the vote
- Losses are targeted to reduce specific designators and year groups
  - Used to shape the force
  - Can not permit losses where desig is undermanned

# Surface Engineering (613X)

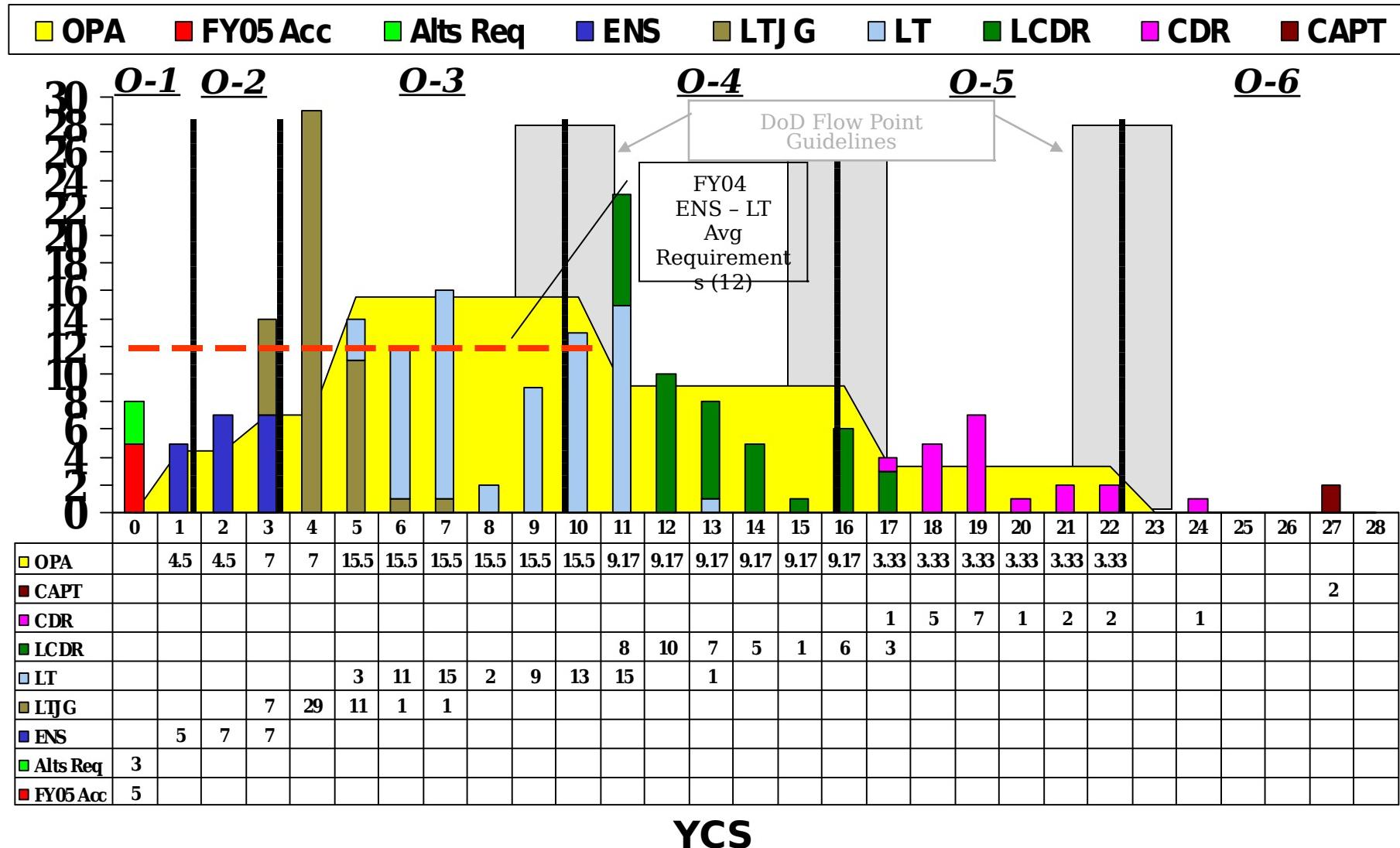
## *FY-04 Inventory vs. FY-04 SPR OPA*



YCS

# **Aviation Avionics (638X)**

## ***FY-04 Inventory vs. FY-04 SPR OPA***



# Lateral Transfer/Redsignation (cont)

- LDOs lateral transfers:
  - 18 Spring 03
  - 0 Aug 03 (special board)
  - 28 Aug 03.
  - 23 Jun 04 (10 selected for SWO!).
  - ? Fall 04: TBD

# Lateral Transfer/Redesignation (cont)

- LDOs and CWOs may obtain redesignation (designator change) **within LDO or CWO community** by applying to BUPERS. If qualified and justified, Pers-4 may approve without board action. MILPERSMAN 1212-020.
  - Out of LDO/CWO community requires board action
- Redesignation has 2 year pay back
- Must have fulfilled initial obligation

# Lateral Transfer/Redesignation (cont)

- It may be better to lose O-6s/O-5s to other designators than to lose O-3s/O-4s (creates upward mobility, allows senior officer to serve up to 30 yrs TCS vice 38 yrs Total).
  - However, MILPERSMAN 1212-030 says applicant can not have more than 28 yrs TIS and can not be above CDR.
    - Hasn't been an issue
    - Submit waiver request if necessary

# OpNavInst 1420.1A

- Minimum obliserve changed from 3 yrs to 4 yrs from commissioning date
- CWOs selected for LDO must accept permanent appointment at LTjg (will eliminate dual for YG 04 and beyond)

# OpNavInst 1420.1A

- TIG requirement for CWOs applying for LDO 3 yrs vice 1 yr.
- Max TIS for CWOs applying for LDO 19 yrs vice 21
- TIR for E-9 applying for CWO3 now 2 yrs from 1 Oct in year of application vice 2 yrs TIR at time of appointment

# OpNavInst 1420.1A

- Min of 3 yrs since UCMJ before application vice 2 yrs.

# Mergers/New Designators

- Comm LDOs and CWOs merged with ADP LDOs and CWO effective 9 Sep 03
- Merger of Avionics with Acft Maint LDO in work. Expect SecNav approval soon.
- Special Warfare Combatant Craft Crewman created (717X) (No LDO counterpart)
- Designators with small billet base should consider merger with similar designators.
  - Warfare community needs to initiate

# Designators

- One 7471 (Photo) remains on active duty. Dual status....not wearing it.
- 756X Technical Nurse Warrants – eliminated. None remaining.

# LDO & CWO In-service Procurement Board

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# FY-05 ISPB

- 232 LDO requirements documented
  - 191 LDO selectees authorized
- 156 CWO requirements documented
  - 142 CWO selectees authorized
- Reduced quotas mandated by N131
  - Did not allow for any projected losses
    - Virtually no FY-05 voluntary retirements included

# FY-05 ISPB (cont)

- Due to losses and lowering inventory, in July 04 CNP and N13 authorized:
  - 48 additional LDO selects for FY-05
  - 24 additional CWO selects for FY-05
    - More may be necessary if dictated by losses

# FY-05 ISPB (cont)

- Based upon N13's policy, OCMs will have to use "Length of Service" charts to show requirements for future accession plans
- Accession plans will use OPA for 3 years in the future....not the next FY
  - Will use FY-09 OPA for FY-06 planning
- Expect LDOs and CWOs to access to average OPA for ENS - LT and W2 - W4
  - Eliminates peaks and valleys on LOS charts

# FY-06 ISPB Projections

- **Optimal future accession quotas based on FY-09 OPA:**
  - LDO: 303
  - CWO: 132

# LDO and CWO Accessions Goal Forecast

Accession  
req. up by 7  
due to NUC  
accessions  
greater  
than req.

	FY05	FY06	FY07	FY08	FY09
LDO Accessions Req	240	303	303	303	303
(O1 + O2 + O3 FY 09 OPA) / 10	296	296	296	296	296

CWO Accessions Req	152	132	132	132	132
(W2 + W3 + W4 FY 09 OPA) / 12	132	132	132	132	132

Total Accessions Req

**392      435      435      435      435**

Expect  
possible  
decrease in  
req.  
following  
community  
OCRs (ZBR)

Note: FY05 accession numbers were held low due to lower than normal attrition. Only permitted to access to known vacancies. Future projected accession increases based on N13 directed change in accession planning philosophy.

Note: LDO Accessions Req is based on average authorizations for ENS through LT/10 and rounded to the whole number for each of the 30 designators. YCS charts for each designator are available.

Note: CWO Accessions Req is based on average authorizations for CWO2 through CWO4/12 and rounded to the whole number for each of the 28 designators. YCS charts for each

# LDO and CWO Command

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# Command

- New O5 command authorization by MCRB in FY-05:
  - NOPF Dam Neck (6120)
- New O5 XO authorizations:
  - NOPF Whidbey Island
  - NOPF St. Mawgan's UK

# Captain LDO Command Billets

- SIMA Mayport (6130)
- SIMA Norfolk (6130)
- PSA Jacksonville (6410)
- COMOPTEVFOR (6410)
- NATTC Pensacola (6330)

# Commander LDO Command

- SIMA PASCAGOULA (6130)
- SIMA INGLESIDE (6130)
- TPU JACKSONVILLE (6410)
- COMPACFLT (TROOPS) (6410)
- NAVSTA NORFOLK (TROOPS) (6110)
- MOMAG KINGSVILLE (6160)
- SCHOOL OF MUSIC (6430)

# CDR LDO CMD (CONT)

- CNATTU NORTH ISLAND (6330)
- CNATTU WHIDBEY ISLAND (6330)
- CNATTU LEMOORE (6330)
- CNATTU OCEANA (6330)
- CNATTU NORFOLK (6330)
- CNATTU JACKSONVILLE (6330)
- NAVAIRWEPMANTU-1 GUAM (6360)

# LCDR LDO COMMAND

- TPU GREAT LAKES (6410)
- MOMAU 11 (6160)
- MOMAU 8 (6160)
- AFDM-10 (6230) (Losing?)
- AFDM-5 (6210) (Losing?)
- NAVPMOSS ANAHEIM (6260?)

# LT LDO COMMAND

- AFDL NORFOLK (6130)
- MOMAU-5 SIGONELLA (6160)
- MOMAU-10 OKINAWA (6160)
- MOMAU SEAL BEACH (6160)
- MOMAU-15 KINGSVILLE (6160)
- SCS NORFOLK (6440)

# CWO COMMAND

- DCS HONOLULU (7441)
- DCS SAN DIEGO (7441)
- DCS JACKSONVILLE (7441)

# Do LDOs “Need” Command?

- 61XX has 11 O-5 and below cmd billets
- 62XX has 2 O-5 and below cmd billets\*
- 63XX has 7 O-5 and below cmd billets
- 6400 has 0 O-5 and below cmd billets
- 64XX has 4 O-5 and below cmd billets

\* Losing one command billet

# Command (cont)

- RDML Zortman (P-ComNavAir) says LDOs are much better off going to significant jobs at sea than pursuing O-5 shore command when posturing a career for captain.
- We have many designators competing for a precious few O-6 billets

# Command (cont)

- We need to provide our constituents with a clear picture of the future so they can plan accordingly.
- If an LDO CDR doesn't have a successful command tour, how competitive are they for O-6?

# Command (cont)

- Can we institute “Command Equivalency” tours and agree across all LDO communities?
- Is this something the OCM should submit as promotion board precept language?

# OCM Opinions, Open Forum, Summary & Closing

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# Issues viewed with concern

- (Things that keep the OCM awake at night!)

The following issues are presented to stimulate thought and discussion.

It's up to us to posture the LDO and CWO communities for the Navy of the future. We must begin now.

Community leadership involvement at O-5/O-6 level generally lacking

# Primary Concerns

- What has been done to make the LDOs and CWOs more indispensable to the Navy today than 10, 20, 30 years ago?

# Concerns

- Recruiting/mentoring.....needs to be a high priority
- What should be done to make the LDO and CWO programs more attractive?

# CWO Community

- Lots of complaining about compensation
- Some facts about COLAs:

FY	CWO	LDO
02	7% - 8.5%	5% - 6%
03	5.5% - 6%	4.1%
04	3.7% - 6.55%	3.7%

Stop looking back (enlisted pay)....look forward!

# CWO Compensation

- Higher Career Sea Pay
- BAH virtually the same as O-1/2/3E rates
- Hazardous Duty Pay comparable
- BAS the same
- Submarine Duty Pay is lower for some/higher for others
- Get full tax exclusion for combat pay

# Community Manager

- Captain Jim Thompson 6130 has been selected to be the next LDO and CWO OCM.
  - Congratulations!
- CWO3 Moe Kehrer 7411 has been selected to be the next Asst. OCM.
  - Will be in job until PRD of May 06
  - Need to find W5 relief who has extensive data management skills

# Community Manager (cont)

- The OCM office will be moved from the Navy Annex in Arlington, VA to Millington in Nov. 2004.
  - The OCM will work in Pers-44
- Preliminary discussions with Pers-49 (USNR) now to move Reserve OCM into Pers-44 to improve efficiency

# Selection Boards

- Board Members Needed!!!!
  - Volunteer for this duty
- Selection Board Results
  - Leaks not going unnoticed.
  - **BEWARE**
- Boards send differing messages to LDOs/CWOs
  - Sea Duty Counts.....
  - Sea Duty Doesn't Count.....

# FY-05 Conference

- Where?
  - East Coast/West Coast/Pensacola?
- When?
  - Suggest after Labor Day to maximize attendance
- Volunteer Host(s)?
  - Any?

# FY-05 Conference

- Format?
  - Changes/Recommendations?